Ottawa metro

TUESDAY, NOVEMBER 15, 2016

we reimagined what a smartphone can be

hellomoto

When was the last time you walked into a wireless store and saw something new? Your Moto Z transforms into an entirely different device every time you snap on a Moto Mod.™ motomods.com

different is better

Lenovo

ROSSIGNOL

Rossignol is a true mountain lifestyle brand that offers both ski equipment and apparel to look and perform your best on the slopes. Quality skis, boots and bindings are highly reliable while the jackets, pants and accessories keep you warm and Apres-ski chic. Optimize your mountain performance with equipment and apparel from Rossignol for Men, Women and Children.

SPORTING LIFE
SPORTINGLIFE.CA

TheShops AT LANSDOWNE

125 MARCHÉ WAY, OTTAWA, K1S 5J3. TEL: 613 216 6000.
FREE UNDERGROUND PARKING.

'IT HAPPENED SO QUICK, THEY HAVE NO IDEA WHAT IT WAS'

Inside Porter Airlines' close call

metroNEWS

CASTRO SHAPED MY FAMILY HISTORY. AND THIS PHOTO PROVES IT

Andres Plana

metroVIEWS

Ottawa metro

Your essential daily news | TUESDAY, NOVEMBER 15, 2016 | High 10°C/Low -1°C | Cloudy

WHO'S YOUR VLAD-Y?

TRUMP TALKS POLITICS WITH PUTIN

metroNEWS

Too white, too many men

We need more #WomenOnBoards A four-part special focus

Trump exodus may work for us

IMMIGRATION

American tech talent is needed, but we need to help the move

Haley Ritchie

Metro | Ottawa

Could the much-talked-about Trump exodus have Americans requesting northern transfers en masse and help Canada attract talent? The answer is a maybe — it depends if their interest is just nervous curiosity or a real desire to relocate.

Andreas Schotter, a researcher at Western University who studies labour mobility, said right now there is certainly a lot of talk about American immigrants influencing Canada's job market.

"It's not as easy as many people think," said Schotter. "I don't see this easy transition where we'll open the flood gates and all these Americans will come over."

Schotter said immigration laws in Canada are strict — companies need to demonstrate that they can't fill the position with a Canadian. Successful people coming from the United States will also face a reality of higher taxes, a weak loonie and a different culture.

In his view, the election results might actually be an opportunity to attract talent — but strict requirements stand in the way.

"I wish in Canada we would take more advantage of this. At the end of the day, the global employment world is changing. Highly qualified people will always be more mobile. If you make it difficult for them to migrate, you have a problem," he said.

Finance Minister Bill Morneau recently announced a plan to attract global tech talent, including reducing wait times for visas and work permits.

Samantha Sjodin, a spokesperson for Canada's Information and Communications Technology Council, said the organization is watching the situation with interest. It plans to address the topic with more evidence in the new year, after publishing an outlook report on employment in Canada.

ACHIEVE YOUR
FRENCH/ENGLISH
LANGUAGE LEARNING GOALS
Together with our certified, dedicated instructors, innovative course and up-to-date facilities, we can help you achieve your language learning goals, putting you on the path to success.
ALGONQUIN COLLEGE
ALGONQUINCOLLEGE.COM/LANGUAGE

metro NEWS

Your essential daily news

McDonald's has made a Nutella Burger. Yes, really. **World**

Sister Louise Dunn, co-founder of Serenity Renewal for Families in south Ottawa, will be invested into the Order of Ottawa on Nov. 17. At 83, she continues to work as an addictions counsellor.
ERIN MCCRACKEN/METROLAND MEDIA

Sister Louise to get top honour

SERENITY RENEWAL

Co-founder to receive Order of Ottawa

Cynthia O'Dwyer had already been making progress in her battle against alcoholism and drug addiction when she walked into Serenity Renewal for Families, a critical step that would help shape the rest of her life and the lives of her future children.

"It was terrifying, but I was just so accepted there," O'Dwyer said of meeting Serenity Renewal's co-founders, Sister Louise Dunn and Alexa Smith, who is now retired.

O'Dwyer, now 56, had just gone through the Royal Ottawa's 10-day detox and 27-day residential programs in the late 1980s, but knew there was more work she needed to do in her recovery.

"I needed more help, just self-esteem and awareness to deal with childhood abuse," she said. "It destroys how a person perceives the world."

The Serenity team and Dunn have made all the difference in O'Dwyer's journey.

"Louise just has a way of listening," O'Dwyer said of Dunn, one of 15 people who will be inducted by Mayor Jim Watson into the prestigious Order of Ottawa at a city hall ceremony on Nov. 17.

Acceptance is key, said Dunn, a Catholic nun who, at age 83, continues to work 40 hours a week as an addictions counsellor, providing a wide range of workshops at Serenity's home base at 2255 St. Laurent Blvd. near Walkley Road.

"I don't look and see the addicted. I don't look and see the alcoholic," said Dunn. "I look and see the person who is also an alcoholic."

> **I don't look and see the addicted. I look and see the person who is also an alcoholic.**
> Sister Louise Dunn

For Dunn, her work — which is done on a volunteer basis — is "life-giving."

"It's a privilege, is what I often say," she said.

Dunn co-founded Serenity in 1983 after she went back to school to earn her certification in addictions counselling. As a teacher at two Catholic high schools in Ottawa, she said more and more teens were coming to her with addiction issues.

Since opening, Serenity has helped thousands of children, teens, adults and seniors. Every year, 2,500 people with addiction and mental-health issues come through the doors.

It has also become known as a place where families of the addicted can receive a wide range of supports in their own journey — an underserviced need Dunn first recognized early on.

"Our primary concern is the family," said Wally Clare, Serenity's executive director. "Our emphasis, our focus, always comes back to the issue — in some ways — about family."

Family support is key. With it, Clare said an addicted person has a 50 per cent better chance of recovery than if they try to recover solo. But if a client doesn't have that important network, the Serenity team helps fill that gap. "If there isn't a family, we'll provide you with the affirmation and support that you might be looking for," Clare said.

Serenity has become highly regarded in the 12-step community for helping people rebuild their lives, some of whom have been battling addiction for years. It is also known to help fill the gaps in the system by offering a wide range of counselling and family supports, often free of charge to those unable to pay.

ERIN MCCRACKEN/METROLAND MEDIA

LORD STANLEY'S GIFT

Final design for monument revealed

Haley Ritchie
Metro | Ottawa

A winning design for the public art competition to create a new statue to celebrate all things Stanley Cup has finally been revealed.

Designed by a team in Montreal, the winning design for Lord Stanley's Gift Monument will find a home on Sparks Street in March 2017.

"I was really pleased, as was my team. We were all thrilled," said artist Linda Covit, who worked with landscape architect Bao-Chau Nguyen and architect Joseph Moro on the design.

The winning design for Lord Stanley's Gift Monument will find a home on Sparks Street in March 2017. CONTRIBUTED

The winning design is a silver bowl formed from aluminum ribbons. Covit said the design references the original modest cup gifted by Lord Stanley.

Covit said she has been designing public art for many years, but the Lord Stanley Monument is her biggest project. "It's great to be able to be among the monuments in Ottawa," she said.

Other design features include white stone in the shape of a hockey rink, embedded metal lines to signify skate marks, and a seating area shaped like a hockey puck.

Visitors will be able to walk through the sculpture.

"Obviously the theme of Lord Stanley's gift directed everything, but also the site — the way it's placed," said Covit. "It's a fairly narrow passageway on Sparks Street Mall to put in a large sculpture, so that was important to the environment and how people will interact with the artwork."

HOMES

Province gives first time buyers a break

Ontario is doubling the rebate on the land-transfer tax for first-time homebuyers to $4,000, but is increasing the same tax on homes that sell for over $2 million.

The government says half of first-time buyers won't pay any land-transfer tax to the province, while the half-percentage point increase on homes over $2 million will affect less than one per cent of the population.

The province takes in over $2.1 billion a year in the land-transfer tax, and the government says any increase in revenues from the increase on luxury homes will help pay for the doubled rebates for first-time buyers.

The government also announced it is freezing the property tax on apartment buildings while it reviews how it affects rental market affordability.

Ontario's land-transfer tax rises from half-a-per cent on the first $55,000 of a purchase price to two per cent for everything above $400,000.

THE CANADIAN PRESS

#WomenOnBoards

A four-part special focus

Got it right

The National Arts Centre is one of only four Crown corporations where women outnumber men at the board table.

Adrian Burns (far left), board chairwoman for the National Arts Centre Board of Trustees, with fellow NAC board members. SUPPLIED

Ryan Tumilty
Metro | Ottawa

Most Crown corporations fall short of gender parity on their boards — but a select few do have more women than men.

A Metro Ottawa analysis found only four of the 42 federal Crown corporations have boards with more women than men.

Those boards are:

• The National Arts Centre, where five of the nine current board members are women;

• The Federal Bridge Corporation, where five of the seven board members are women;

• The International Development Research Centre, where seven of the 12 board members are women; and,

• The Canadian Museum for Human Rights, where seven of the 10 board members are women.

The NAC's board chair, Adrian Burns, said the balance on their board was not something they deliberately sought out, but it reflects a strong group of applicants.

"It was merit-based, because they were all on a list of three to four finalists," she said. "Their contribution is most certainly equal to any other group that could be or has been appointed."

Burns, who also serves on several private boards, said she doesn't notice a large difference with the majority female board, but she says she believes that women do have different approaches than men.

"They're very detail-oriented, and so I think we probably have a level of scrutiny that would match any board anywhere, corporate or Crown," she said.

She said the NAC is always trying to expand its reach, highlighting the search for a new artistic director of Indigenous Theatre.

She said that's just one example of where they are trying to better reflect Canada's diversity, and she hopes the federal government considers that when they make their board appointments.

"We would hope that the government is looking towards that for our board members as well."

Their contribution is most certainly equal.
Adrian Burns

Others who got it right

- Federal Bridge Corporation (5 out of 9 board members are women)
- International Development Research Centre (5 out of 7 board members are women)
- Canadian Museum for Human Rights (7 out of 10 board members are women)

Got it wrong

The Laurentian Pilotage Authority and the Canadian Dairy Commission are the only Crown corporations currently without any women on their boards.

Board of the Laurentian Pilotage Authority. SUPPLIED

The only thing in the photograph of the Laurentian Pilotage Authority's board that sticks out is the bow tie.

The seven members of the Crown corporation's board are all white – and all men.

A review by Metro Ottawa found the authority, along with the Canadian Dairy Commission, are the only two of the federal government's 42 Crown corporations without any women on their boards.

The authority manages sea traffic in the St. Lawrence River, helping to guide large ships through the river and into harbours.

Pilotage authority CEO Fulvio Fracassi said they're aware there is a problem and they are encouraged by the federal Liberal government's efforts to open up board memberships.

"The Laurentian Pilotage Authority is fully supportive of this initiative and we're collaborating with the minister's office and Transport Canada," he said.

Fracassi said that while the federal cabinet approves the agency's board members, they reach out to industry to find suitable candidates and are encouraging companies to look within their ranks for potential board members.

The industry itself is not very diverse.
Pilotage authority CEO Fulvio Fracassi

He said some of the current board members' terms have expired and they hope to have replacements soon.

The government has three other Crown Corporations with similar mandates — the Great Lakes Pilotage Authority, which has seven seats and one woman on its board; the Pacific Pilotage Authority, which has seven seats and three women; and, the Atlantic Pilotage Authority, which has seven seats and three women.

The industry remains largely male-dominated, Fracassi said, making it harder to find candidates from which to draw.

"The industry itself is not very diverse," he said. "If you look at the number of pilots it's primarily composed of men."

No one from the Canadian Dairy Commission was available to speak with Metro, despite repeated attempts over several days. RYAN TUMILTY/METRO

Others who got it wrong

- Canadian Dairy Commission (Not one of the board members is a woman)
- Great Lakes Pilotage Authority (1 out of 7 board members is a woman)
- Marine Atlantic (1 of the 10 board members is a woman)

Université d'Ottawa | University of Ottawa

Centre for Continuing Education

Over 150 innovative and customized training courses and certificates geared to your professional needs.

- University-level Certificates of Professional Development
- Project Management Institute (PMI)® Global Registered Education Provider
- Customized Group Training

Visit our website at **www.continue.uOttawa.ca**.
Centre for Continuing Education | 613-562-5802 | continue@uOttawa.ca

uOttawa

Inclusive colouring for adults

ART

Book aims to cater to range of skill levels and interests

Adam Kveton
For Metro | Ottawa

For a health phenomenon that's supposed to give people a calm activity to de-stress with, taking a pencil crayon to an adult colouring book can sure be stressful.

The devil is in the details, says Christine Kumchy.

That's why she enlisted the help of a friend to create a locally-made colouring book with a range of art that's simple on some pages and more complicated on others, catering to a range of interests, skill levels and abilities that she hopes will really let people zone-out and enjoy.

The idea for the "Ottawa Colouring Book For Everyone" has been kicking around in Kumchy's head for quite a while, but it wasn't until she decided the proceeds should go towards local non-profit A.R.T. In Action that she really got going.

"I just couldn't stop," said Kumchy. "It wasn't even an option, it (the book) just had to be done."

The organization provides free art programs and mentorships to youth from visible minorities, from low-income families, with health issues and who experience various other barriers, said Mailyne Briggs, the organization's executive director.

It's an idea that's close to Kumchy's heart because, in addition to having an art mentor of her own many years ago, she's also an occupational therapist.

"I have the opportunity to work with folks who have significant mental health issues, sometimes brain injury, and so I kind of had them in mind in doing this," she said.

In fact, she remembers going in search of a colouring book for one of her clients, but one that wasn't so complicated as to be stressful or mentally taxing. Finding such a book that wasn't also full of Mickey Mouse was difficult, she said.

Christine Kumchy (left) and Ellen Lee work on practice pages for their anti-stress colouring book. The book is a fundraiser for local non-profit A.R.T. In Action. HALEY RITCHIE/METRO

For her colouring book, Kumchy and her friend Ellen Lee planned to contact local artists for contributions. But, over time, the process of creating the book became inclusive as well.

When a neighbour got wind of the project, they wanted to contribute, and so did one of Kumchy's colleagues, she said. Not knowing what art skills they had, Kumchy decided to include them anyway.

"If I'm going to talk about a book for everyone, I better practise what I preach," she said. So contributors grew to include both professional artists and regular people. Even Kumchy's former art mentor, Mitsugi Kikuchi, came through with five pages to finish off the book.

Briggs herself contributed a page to the book, as well as her nephew, Renmar Cachero, who penned the book's front cover.

The fundraiser is coming at a good time for the organization as it now has a partnership with the Government of Nunavut to go north to a particular community once a year and put on art classes, said Briggs. There is also demand in other Nunavut communities to do the same.

"We are trying really hard to come up with the funds to keep running these programs," she said.

The book will be available for purchase online and in some stores, with an official launch on Nov. 16 at Arlington Five café.

COMMUNITY

Baseball parents show goodwill

When the bats started swinging and baseballs were lobbed over home plate, Timothy Sullivan knew all the hard work was worth it.

Parents of seven- and eight-year-old players with the South Ottawa Blues travelling team sprang into action after learning that the registration deadline to take part in the Scott Tokessy Memorial Gold Glove Tournament in Kanata had been missed.

"It was great. I was so pleased with how it had come together so quickly," said Sullivan, principal of SullivanLaw, based in Billings Bridge, which sponsored the inaugural SullivanLaw Coach-Pitch Tournament.

The day-long event back on Aug. 6 at the Canterbury ball diamonds drew two little league teams from east Nepean and one from Orléans.

The sponsorship helped keep registration fees low for participating teams, which played four games each, enjoyed a pizza lunch. There were also water bottle prizes and MVP medals.

And thanks to this support and that shown by the Canterbury Community Association, which provided the ball diamonds and some treats for free, the south-end team was recently able to take the remaining funds collected — $525.04 — and donate to CHEO's cardiology department.

ERIN MCCRACKEN/METROLAND MEDIA

CRASH

Road havoc at construction zone

Haley Ritchie
Metro | Ottawa

Two messy crashes Sunday night in the same construction zone on the eastbound 417 resulted in 12 passengers needing help from first responders.

The first collision, east of the Greenbank Road exit near Woodroffe Avenue, started at 10:17 p.m. as a two-car collision, but quickly became a pile-up when a third car hit the two vehicles involved in the original crash.

Emergency response workers had to extract a 21-year-old man from one of the vehicles. He was taken to hospital with serious injuries.

Sunday night's crash scene. OTTAWA PARAMEDIC SERVICE

A 35-year-old man and 20-year-old man were also taken to hospital with serious injuries.

Around an hour later a second crash in the same construction zone sent three people to hospital with minor injuries. Another three involved in the crash were accessed on the scene, but not sent to hospital.

Ontario Provincial Police continue to investigate.

LOOKING FOR WORK EXPERIENCE?

Youth LEAD Employment Program

For more information contact Sado at: 613 820-4922 ext:3692

ARE YOU...
- A recent immigrant with permanent resident status or refugee?
- Between 15–29 years of age?
- Available to work 3 days/week?

The Youth LEAD Employment Program is a 16-week work experience program for Newcomer Youth.

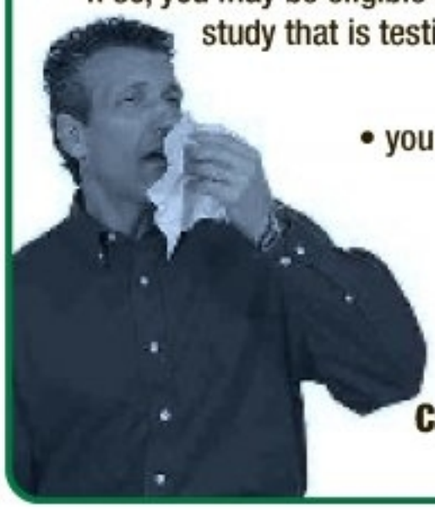
Receive 182 hours of work experience in social services, childcare or office admin, and 140 hours of training, including certifications in:
- WHMIS
- First Aid and CPR
- Non-Violent Crisis Intervention
- Conflict Resolution
- High Five
- Safe Food Handling
- Service Excellence

Funded by / Financé par: Citizenship and Immigration Canada / Citoyenneté et Immigration Canada

Placecraft-Queensway Citizens' Youth Centre

DO YOU SUFFER FROM DUST ALLERGIES?

If so, you may be eligible to participate in a 14 month-long clinical research study that is testing an investigational tablet to treat dust allergies.



You may be eligible to participate if:
- you suffer from nasal symptons (sneezing, itchy nose, runny or blocked nose) due to your dust allergy
- you are in good health
- you are between 12 to 65 years of age

Participants can be compensated for study-related time and travel expenses

Call us now for details! 613-599-5700 ext. 23
Or email us at: kanataallergy@gmail.com

TODAY ONLY!

Tuesday, November 15

IN STORE AND AT THEBAY.COM

FREE ONLINE SHIPPING ON ORDERS OF $99 OR MORE:

Save 50%

$44.99

Queen. Regular $89.99

Flannel sheet sets by **DISTINCTLY HOME** and **DH**

100% cotton. 16" pocket fits up to an 18" mattress. Available in twin to king sets, which include one flat sheet, one fitted sheet and two pillowcases (twin set includes one pillowcase). DH not available in king size. Regular $69.99 to $99.99 Sale $34.99 to $49.99

Exclusively ours

40% off other flannel bedding collections, throws and blankets by **DH, DISTINCTLY HOME** and **GLUCKSTEINHOME.**
Regular $24.99 to $189.99 Sale $14.99 to $113.99

50% off **BEAUTYREST BLACK** electric blankets, throws and mattress pads. Regular $119.99 to $279.99 Sale $59.99 to $139.99

Exclusively ours

Plus, 50% off pillows and duvets:**

HUDSON'S BAY

2017 RED MITTENS | $15

Hudson's Bay has raised over $29 million for Canadian Olympic athletes through Red Mitten sales. $3.90 of every $15 purchase goes towards the Canadian Olympic Foundation. Exclusively ours

No rain checks and no price adjustments. No pre-orders or telephone orders. Offer available while quantities last. Cannot be combined with other offers. Selection may vary by store. Savings are off our regular prices unless otherwise specified. Excludes Hudson's Bay Company Collection. See in store for details. ***FREE SHIPPING:** Receive free standard shipping on a total purchase amount of $99 or more before taxes. Offer is based on merchandise total and does not include taxes or any additional charges. Free standard shipping is applied after discounts and/or promotion code offers. Offer not valid at Hudson's Bay or any other HBC stores. Additional fees apply for Express or Next Day Shipping. Applies to Canadian delivery addresses only. Excludes furniture, canoes, patio furniture, patio accessories, barbeques and mattresses. ****Pillows and duvets** exclude clearance merchandise, Tempur-Pedic and Essential Needs.

‘Drone’ incident injures 2

PORTER AIRLINES

Flight from Ottawa evades mid-air crash

Two crew members of a Porter Airlines flight en route from Ottawa to Toronto were slightly hurt Monday when a plane narrowly avoided a mid-flight collision with what may have been a drone, the airline said.

The Dash 8 aircraft with 54 passengers was flying at just under 3,000 metres over Lake Ontario at 7:30 a.m. E.T. and was about 55 kilometres from Toronto’s island airport when the incident occurred.

“The pilots noticed an object in the distance (and) as they approached the object, they realized it was very close to their flight path,” Porter Airlines said in a statement.

“The pilots’ initial assessment was that it looked like a balloon. After debriefing, there is potential that the object was drone.”

The pilots took evasive action and, contrary to some initial reports, there was no contact between the aircraft and object.

A Porter Airlines plane takes off from Toronto’s Island Airport in 2015. Two crew members of a Porter flight were slightly injured Monday when the plane was forced to take evasive action to avoid a mid-flight collision with what is suspected to have been a drone, the airline and safety officials said. THE CANADIAN PRESS

The two flight attendants, who were in the process of securing the cabin for landing and weren’t in their seats, were pitched about the cabin, but continued with their duties.

No passengers were hurt and the plane landed normally. The flight attendants were taken to hospital as a precaution and released.

A senior investigator with the Transportation Safety Board of Canada told The Canadian Press that it was impossible to say at this point what the unidentified object was.

“It happened so quick, they have no idea what it was. It’s just something that they knew they were going to hit unless they took evasive action,” Peter Rowntree said. “It happened that quickly.”

Rowntree said the aircraft ducked under the object but could not say exactly how far the plane dived. He did, however, say the encounter was “very close.”

Investigators have taken cockpit voice records and the flight-data recorder for analysis and to see how much the aircraft descended during its “very quick evasive action,” he said.

“We may never be able to determine what exactly they saw,” Rowntree said.

The growing threat of collisions with drones prompted Transport Canada in September to warn those flying them about the potential hazards they presented.

“Before you take to the skies, make sure you understand the rules and follow them,” the agency says on its website. “Not doing so could put lives at risk and cost you up to $25,000 in fines and/or jail time.”

While flying drones under 35 kilograms requires no special permit, users must stay away from flying within nine kilometres of an airport or helicopter landing pad and no higher than 90 metres.

THE CANADIAN PRESS

BUDGET

Province dips into reserves

Ontario’s Liberal government is dipping into its reserve fund to help reach its goal of balancing the budget next year.

An accounting dispute with the auditor general over how pension assets should appear on the books is adding $2.2 billion to the deficit this fiscal year.

In its fall economic update, the government says that to help mitigate that unanticipated change, it is reducing its reserve for 2017-18 from $1.1 billion to $700 million.

The government has also added about $3 billion in new expenses since the spring budget, but it says that is partly mitigated by higher tax revenues and lower-than-forecast interest on debt.

The new expenses include the pension adjustment, $300 million for the first few months of a new eight-percent electricity rebate and $140 million in new health spending.

THE CANADIAN PRESS

OFFRE D’EMPLOI

Valoris

UN (1) COORDONNATEUR DE PROJETS IMMOBILIERS (P16-14)

Poste permanent, non syndiqué – Plantagenet - Temps plein, 40 heures par semaine, selon un horaire flexible

(Dans le présent document, le genre non marqué s’applique à la fois aux hommes et aux femmes.)

SOMMAIRE: Sous l’autorité du gestionnaire de l’immobilier, le coordonnateur de projets immobiliers participe à la réalisation de petits et moyens projets de construction, de réaménagement et de rénovation. Il participe aux activités de planification, d’organisation, de coordination, d’évaluation et de contrôle des projets. Il assure le confort matériel et la sécurité des occupants des différents locaux de l’établissement, en lien avec les valeurs organisationnelles. Il assure le respect des politiques, normes et règlements qui s’appliquent aux projets immobiliers. Il joue aussi un rôle de leader auprès de l’équipe, incluant les préposés à l’entretien qui travaillent dans les centres de services.

EXIGENCES ET QUALIFICATIONS:

- Baccalauréat ou Diplôme d’études collégiales en génie civil, en architecture ou dans un domaine connexe;
- Trois (3) à cinq (5) ans d’expérience en gestion de projets immobiliers ou dans un domaine connexe;
- Connaissance liée au Code du bâtiment et diverses régulations en lien avec la gestion de bâtiments;
- Bonne maîtrise du logiciel Autocad & de la suite Microsoft Office;
- Capacité à gérer divers projets avec des échéanciers serrés;
- Capacité à travailler dans un environnement en constante évolution;
- Sens de l’organisation et gestion des priorités;
- Capacité d’adaptation, tolérance au stress;
- Capacité à travailler en équipe;
- Minutie et souci du détail;
- Bilinguisme à l’oral et à l’écrit;
- Détenir un permis de conduire valide de classe G;

TÂCHES PRINCIPALES:

- Seconder et appuyer le gestionnaire de l’immobilier;
- Gérer des projets de rénovation, construction ou réaménagement dans les divers locaux et milieux résidentiels appartenant à la Fondation Valoris;
- Évaluer l’ampleur et estimer les coûts de travaux;
- Participer à l’analyse des besoins et à l’élaboration des solutions immobilières;
- Préparer des croquis d’aménagement et de réfection à l’aide d’un logiciel à cet effet;
- Préparer des appels d’offres, évaluer les soumissions et faire des recommandations appropriées pour les contrats à son supérieur immédiat ;
- Assister et/ou animer diverses rencontres, dont celles avec les professionnels et les sous-traitants dans le cadre de projets;
- Effectuer une mise à jour auprès du gestionnaire de l’immobilier quant aux coûts, aux dates de livraison, à la facturation ainsi qu’au ratio d’achèvement des projets;
- Identifier les situations problématiques ainsi que les secteurs qui nécessitent une attention particulière et les présenter à son supérieur immédiat;
- Préparer la documentation détaillée du budget opérationnel et le présenter à son supérieur immédiat;
- Participer à la planification des besoins en approvisionnement dont les demandes en capital mineur;
- Assurer un contrôle conformément au budget approuvé;
- Adopter un rôle de lead auprès de l’équipe incluant les préposés à l’entretien;
- Effectuer toutes tâches connexes demandées par son supérieur immédiat.

SALAIRE ANNUEL: 53,758$ à 72,896$ (selon l’éducation, les qualifications et l’expérience)

Veuillez acheminer votre demande d’emploi au plus tard le 22 novembre 2016, 16 h, par courriel, à emplois-jobs@valorispr.ca.

Veuillez noter que nous adhérons aux principes reliés à la loi sur l’accessibilité. Ainsi, si vous avez besoin d’adaptation spéciale (soutien technique, accessibilité, etc.) durant la période d’évaluation, veuillez communiquer avec Stéphanie Presseault au (613) 673-5148, poste 2370 dès que possible pour que les mesures appropriées soient prises afin de faciliter votre pleine participation à ce processus de sélection.

Nous souscrivons également aux principes de l’équité en matière d’emploi et nous nous employons à ce que notre effectif soit représentatif de la communauté de Prescott-Russell.

Nous remercions tous les postulants, toutefois, nous communiquerons seulement avec les candidats retenus.

Agence bilingue située à mi-chemin entre Ottawa et Montréal.

MISSION

Rendre service aux gens vulnérables de Prescott-Russell en les soutenant dans leurs familles et en facilitant leur intégration dans la communauté.

Christmas
Egyptian
Festival
St. Mary
Coptic Orthodox Church
1 Canfield Road at Greenbank,
Nepean, Ontario, K2H 5S7,
Tel: 613-823-6625
Nov. 2016
Friday, Nov. 18, 6:30 p.m. - 9:00 p.m.
Saturday, Nov. 19, 10:00 a.m. - 7:00 p.m.
Sunday, Nov. 20, 12:00 p.m. - 5:00 p.m.
Christmas Music. Photo Booth.
Table cloth, Gallabeya, Egyptian cotton bed sheet,
kitchen towels, hand made jewellery, Egyptian Crystal,
Face paint + Henna.
Many Varieties of: Christmas Crafts,
Christmas Biscuits, Egyptian Food,
Pharaonic Papyrus and Mugs,
Copper Plates and more
10% Discount for Seniors
Free Admission
For more information / Pour plus d'informations,
Please visit the web / SVP visitez le site web: www.stmary-ottawa.org

Spies, don't get caught catching 'em all

Canada's spies are guarding against a new threat to operational security: Pokémon.

Canada's electronic spy agency issued guidelines for spooks and employees playing Pokémon Go, a popular augmented reality game for mobile devices based on the hit 1996 Nintendo game.

The game uses a phone's GPS and camera to catch and battle Pokémon in the real world — players collect, train and fight Pokémon at "Pokéstops" and "gyms" attached to locations like churches and restaurants.

But because the game requires location and camera data to play, it poses a risk to people who would rather not be tracked: like employees of the Communications Security Establishment (CSE), Canada's powerful electronic spying agency.

The guidelines were circulated by CSE's American counterpart, the National Security Administration (NSA). They recommend a number of steps to avoid detection while training to be the very best Pokémon master.

"Note that the information (used) by the game in the course of regular play could be used to deduce pattern of life," the unclassified memo reads.

The agency also recommended creating a dummy Google account, using a fake name not associated with your other online activities, like "Professor Oak." Trainer names should likewise avoid using real names or biographical information, such as birthdays.

TORSTAR NEWS SERVICE

AFP/GETTY IMAGES

Declan Murphy's nephews outside the houseboat. **Inset:** Writing found inside the boat. COURTESY DECLAN MURPHY

Have a boat, Ireland — it's on the house

SPECIAL DELIVERY

Canadian man sends a gift to homeless youth across an ocean

Almost 3,300 kilometres away from where it started its voyage, a Canadian houseboat mysteriously washed up on the shores of Cross Beach in Belmullet, Ireland, early Monday morning.

The Ballyglass Coast Guard secured and pulled the boat out of the water. An onlooker described it as an "unusual vessel."

During its investigation, the coast guard found a message written on the walls:

"I, Rick Small, donate this structure to a homeless youth. To give them a better life that Newfoundlanders choose not to do! No rent. No mortgage. No hydro."

Photographs of the boat, described as a combination of "scraps," have been shared widely, publicized by Irish media outlets. Quite a few people made their way out to the beach to take a look inside the craft.

"(I was) intrigued to see how this man-made vessel from all sorts of leftover materials … could make such a treacherous journey," Declan Murphy, a U.K. resident who is visiting his parents in Belmullet, said.

After hearing about the incident on local radio, Murphy decided to bring his two nephews down to the beach to see the vessel. Murphy described the craft as made out of car tires and wood planks, and held together with what appears to be "road tar."

Murphy said that it was easier for his nephews to stand inside the vessel than it was for him as there is only around four feet of clearance between the ceiling and the floor.

"Hopefully there was nobody aboard it when it drifted from Canada," he said. "I definitely wouldn't want to be doing that journey."

Just as mysterious as the vessel's appearance is the whereabouts of the person who appears to have built it.

Rick Small, a native of Thunder Bay, Ont., is known as the man who rode from B.C. to St. John's on a solar-powered bike in 2015. TORSTAR NEWS SERVICE

IN BRIEF

PM touts economic stability

Canada has no reason to worry about competing with the U.S. under incoming president Donald Trump when it comes to attracting international money, Prime Minister Justin Trudeau said Monday. Speaking after a meeting with some of the world's wealthiest investor groups, Trudeau said it's just a matter of making sure the world's would-be investors are aware of Canada's potential. THE CANADIAN PRESS

Get up to 30,000[1] Aeroplan Miles.

Offer ends December 2, 2016.
Don't miss all those miles.

Conditions apply.

Visit tdaeroplan.com/ot or call 1-888-714-4459 to learn more

TD Banking can be this comfortable.

[1] Welcome Bonus of 15,000 Aeroplan Miles ("Welcome Bonus Miles") will be awarded to the Aeroplan Member account associated with the TD Aeroplan *Visa Infinite* Card Account ("Account") only after the first Purchase is made on the Account. To receive the additional 10,000 Aeroplan Miles, you must also: (a) apply for an Account between September 3, 2016, and December 2, 2016; and (b) make $1,000 in Purchases on your Account, including your first Purchase, within 90 days of Account approval. To receive the additional 5,000 Aeroplan Miles you must also (a) Add an Authorized User between September 3, 2016, and December 2, 2016; (b) Authorized User must call and activate their Card by January 16, 2017, and (c) your Account must be in good standing at the time this 5,000 Bonus Aeroplan Miles is awarded. You can have a maximum of three (3) Authorized Users on your Account but you will only receive 1 (one) 5,000 Bonus Aeroplan Miles offer. Annual Fee for each Authorized User Card added to the Account will apply. The Primary Cardholder is responsible for all charges to the Account, including those made by any Authorized User. If you have opened an Account in the last 6 months, you will not be eligible for these offers. We reserve the right to limit the number of Accounts opened by and the number of miles awarded to any one person. Please allow 8 weeks after the conditions for each offer are fulfilled for the miles to be credited to your Aeroplan Member account. Offers may be changed, withdrawn or extended at any time and cannot be combined with any other offer unless otherwise specified. These miles are not eligible for Aeroplan status. All trade-marks are property of their respective owners. ® The Air Canada maple leaf logo and Air Canada are registered trade-marks of Air Canada, used under license. ® The Aeroplan logo and Aeroplan are registered trade-marks of Aimia Canada Inc. ® The TD logo and other trade-marks are the property of The Toronto-Dominion Bank.

IN BRIEF

Julian Assange questioned
Prosecutors were finally able to question WikiLeaks founder Julian Assange Monday about a possible sex crime in Sweden six years ago. They did not comment on the closed-door proceedings at the Ecuadorean Embassy in London, and the long-delayed interview is expected to continue Tuesday and possibly beyond. THE ASSOCIATED PRESS

MCDONALD'S

Yes, they made a Nutella burger

McDonald's Italy has added a new item to its menu: the Nutella burger.

The announcement of the "Sweety con Nutella" on the restaurant's Italian Facebook page late last week caused an online frenzy.

Before panic could set in, it became clear that the "burger" is, in fact, meatless.

It consists of only a bun filled with Nutella.

By midday Monday, the Facebook post had been shared more than 90,000 times and received more than 73,000 comments.

COURTESY MCDONALD'S ITALIA

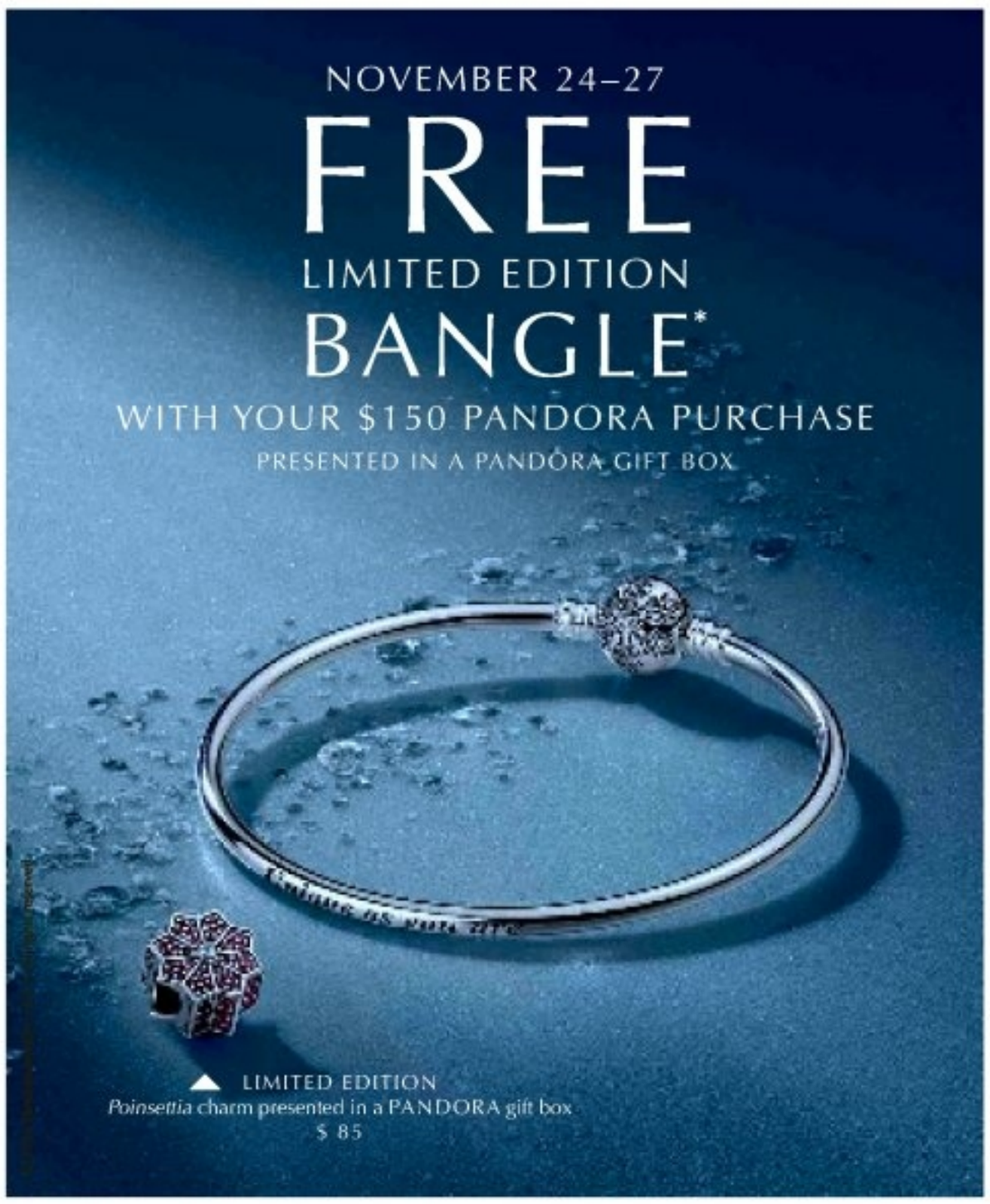
The burger will cost two euros and be served at all 540 McDonald's and McCafés in Italy, according to a press release.

"Sweety is the sweetest burger ever sold at McDonald's," read the press release.

Social media users from across the world rejoiced over the fast food chain's newest menu addition. But many were disappointed it's not yet offered outside of Italy.
TORSTAR NEWS SERVICE

NEW ZEALAND SCARED COWS Three cows stand stranded near Kaikoura, New Zealand on an island of grass in a paddock that was ripped apart after an earthquake Monday that triggered landslides and a small tsunami. New Zealand planned to send in military helicopters and a navy ship to rescue about 1,000 tourists and hundreds of residents who were stranded in the coastal town of Kaikoura after train and vehicle access was cut off. NEWSHUB/THE ASSOCIATED PRESS

PANDORA



THE PANDORA STORE AT
RIDEAU CENTRE
50 Rideau Street • Ottawa, ON • 613.695.6997

While supplies last. Valid only at participating retailers. Void where prohibited. *Limit 3 per customer. Not valid with prior purchase. Excludes gift card purchases. Prices before taxes. Bangle is available for individual purchase starting 11/28/16.

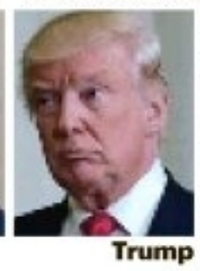
Trump gets a Putin call

U.S. POLITICS

Russian leader, president-elect talk terrorism, stronger ties

Russian President Vladimir Putin and President-elect Donald Trump spoke over the phone Monday to discuss efforts to improve the U.S.-Russian ties, the Kremlin and Trump's office said.

Putin


Trump

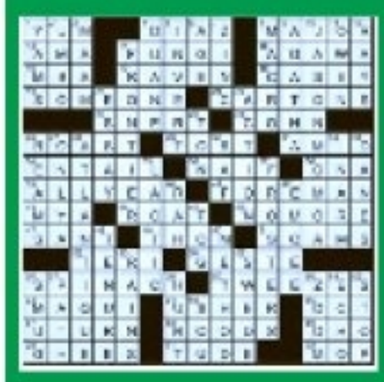
The Kremlin said that Putin congratulated Trump on his victory and expressed Russia's readiness to "establish a partner-like dialogue with the new administration on the basis of equality, mutual respect and non-interference in domestic relations."

Trump's office said Putin called him to "offer his congratulations on winning a historic election."

"The two leaders discussed a range of issues including the threats and challenges facing the United States and Russia," it said.

Putin and Trump also agreed on the need to combine efforts in the fight against "international terrorism and extremism" — and discussed the settlement of the Syrian crisis in that context.
THE ASSOCIATED PRESS

PLAY Yesterday's Answers
from your daily crossword and Sudoku



3	7	4	1	5	8	9	6	2
2	8	6	7	3	9	4	5	1
9	5	1	4	2	6	7	8	3
8	4	2	9	1	5	6	3	7
5	3	9	6	4	7	1	2	8
6	1	7	2	8	3	5	9	4
7	2	5	3	9	1	8	4	6
4	6	8	5	7	2	3	1	9
1	9	3	8	6	4	2	7	5

for more fun and games go to metronews.ca/games

say yes to happier holidays.

loans from $500-$15,000.[1]

NOVEMBER 15TH - 19TH ONLY

Get an easyfinancial loan and receive a FREE Dragon Bank.[2]
The fun way to teach kids financial responsibility.

visit us at one of our local branches

8-1235 Donald St
Ottawa, ON
K1J 8W3
613.916.6240

A-320 McArthur Ave
Ottawa, ON
K1L 5G2
613.842.0388

253 Bank St
Ottawa, ON
K2P 1X2
613.916.6329

2206 Carling Ave
Ottawa, ON
K2A 1H3
613.820.7743

438 Mcneely Ave
Carleton Place, ON
K7C 0A6
613.257.6048

2369 St. Joseph Blvd
Orleans, ON
K1C 2E3
613.317.2880

1518 Merivale Rd
Nepean, ON
K2G 3J6
613.317.2872

let's talk
easyfinancial.com

easyfinancial
goeasy

(1) The amount of your loan will depend on our assessment of your credit profile. Ask branch for details. (2) From November 15th to 19th, each customer taking out a new loan will receive a "Dragon Bank", including the online app (retail value $20), for no additional cost. Only applicable on new loan agreements approved from November 15th to 19th, 2016. Not applicable on loan increases or loan extensions. While quantities last. Some restrictions apply.

metro VIEWS
Your essential daily news
Tuesday, November 15, 2016

REFLECTION

Never far from Fidel

When Metro graphics editor **Andres Plana** found a picture of his grandmother cheering Fidel Castro in a 1959 issue of Life, he uncovered a part of his family's history and gained new perspective on the world and the power of photography. As Justin Trudeau embarks on a historic trip to Havana, Andres reflects on the regime that changed his family's life.

Andres Plana
Metro | Toronto

A scan of the original Life magazine spread documenting Castro's parade in Havana

Chiche Cabrera's face among the jubilation

Recently, I was in a WhatsApp group chat with members of my rather large extended family. Hailing from Latin America, we've dispersed around the world looking for better lives. Some have gone as far as China and Dubai. We maintain this chat as the best way to stay in touch.

On this particular day, out of nowhere, my brother posted an image with Fidel Castro shaking hands with a crowd in Havana. Not knowing what it meant, I disregarded it until my girlfriend told me my grandmother and aunt could be seen in the crowd.

Shaken, I immediately called my grandmother, Maria Amparo Cabrera de Plana (everyone calls her "Chiche"), in Miami. "Oh yeah, the photo with Fidel," she said, as matter-of-factly as could be. She sounded almost purposefully unimpressed.

The cover of Life's Jan. 19, 1959, issue

I was suddenly obsessed with finding a physical copy of the photo, which my family told me had been published in Life Magazine. I searched public libraries, I contacted the archives at Time Inc. and I scoured Amazon and eBay, where eventually I found two copies of the Jan. 19, 1959 edition, dedicated to the man whose charisma helped drive the Cuban revolution to victory.

I had the magazine, but it still wasn't enough. My grandmother had been present — physically present — at a moment that changed the world. I had to talk to her in person.

I bought a ticket to Miami and soon found myself blasted by AC while sitting in my aunt's dining room. My father, my sister and I wide-eyed and rapt, my beautiful grandmother dressed up because she knew she was getting her photo taken — all of us flipping through that issue of Life, page by page, travelling back in time.

It was 1959. The revolution led by Fidel Castro, his brother Raul and Ernesto "Che" Guevara had just taken down the dictator, Bautista. It was a time of celebration. Castro didn't have to hide during those early parades, my grandmother said. (A curious remark, it seemed to me.) "He had his route planned," she told me, in Spanish. "He wanted there to be lots of people on the streets with him."

The euphoria of that day didn't last, of course. The imprisonments, the executions, the fear — they came quickly.

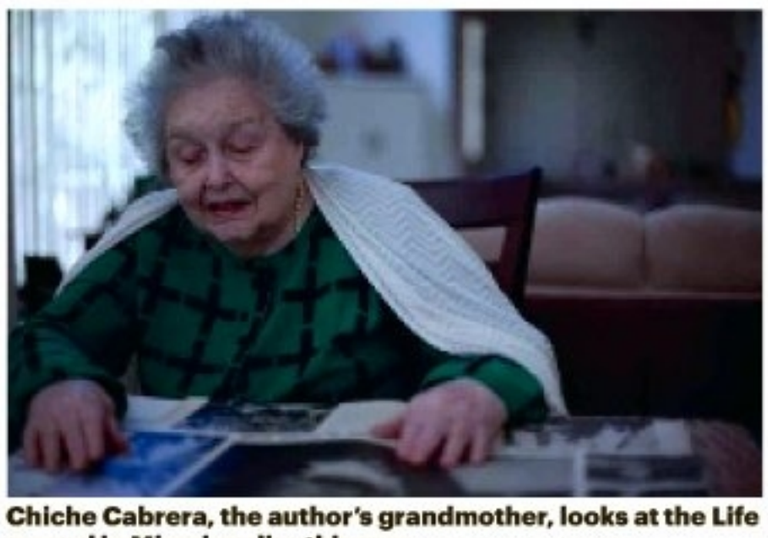
Within six months, my grandparents, along with my dad and his two siblings, had fled to Mexico. Ten years later, they moved to Venezuela — where I was born — to follow the oil industry. Cut to 1998: Venezuela elects Hugo Chavez, who cultivates a close alliance with Cuba. Once again, the story of my family became entangled with Castro.

Over time the situation in Venezuela deteriorated. Eventually we decided, again, that we needed to leave. This is how I came to Canada.

Today, Justin Trudeau travels to Cuba, and for a third time the public legacy of the old revolutionary-turned-dictator intersects with my family. I hope this time it's for the best.

I don't want to hate Fidel Castro. After all, in a weird way, he made me what I am.

Still, I know that I'll always have someone to blame for the sadness I feel when I wave goodbye to my family at the airport, hoping to see them again soon.



Chiche Cabrera, the author's grandmother, looks at the Life spread in Miami earlier this year. ANDRES PLANA/METRO

Take a walk on the mild side in Vanier

COLLINS' CAPITAL

Steve Collins

If you're still recovering from last week's electoral circus south of the border, some antidote might be found in Ottawa's east end Thursday.

If past experience here is any guide, Ottawa-Vanier byelection voters will line up for hours at polling stations where civility, fairness and order are the default settings. Voter suppression? What's that? Intimidation? Just not on.

The local campaign has been blessedly short on, though not completely free of, personal attacks and unsupported accusations. If not for the campaign signs in the east end, you might not have known it was happening at all.

One factor in the lower temperature is, I don't doubt, the lower stakes. No matter what happens Thursday, this byelection, and a concurrent one in Niagara West-Glanbrook, won't shift the balance of power at Queen's Park.

The outcome in Ottawa-Vanier is probably not in much doubt, either. The Liberals have held this riding provincially for 45 years, and with only occasional interruption for much of the last hundred. Still, anything can happen, and the governing party, in these days of pollster-confounding upsets, has been taking no chances.

I myself received a recorded phone message from retired MPP Madeleine Meilleur, and a live call from a Liberal campaign volunteer (and dodged numerous other calls from the Grits and a persistent pollster).

Liberal Nathalie Des Rosiers' campaign also took the unfortunate step of sending an attack mail-out targeting Progressive Conservative candidate Andre Marin, the former ombudsman for Ontario and the Canadian Forces.

"Who is the real Andre Marin?" it asks ominously, over an unflattering photo of Marin, a couple bowdlerized quotes from old newspaper stories and the completely unsupported conclusion: "Andre Marin only cares about Andre Marin. We deserve better."

Voters deserve better than this sort of childish non-argument. It's cheap, not terribly convincing, even kind of embarrassing, but it's still miles above the dispiriting months-long mud-wrestle we just witnessed in the U.S.

When the parties are more interested in fighting over Hydro bills than niqabs and other identity-politics fixations, it feels like a sign of relatively solid civic health.

One hot-button issue in the last byelection campaign, the updated sex-education curriculum, has since been shunted off by PC leader Patrick Brown, who now backs it. The banner of opposition has been taken up by the fringe candidate Elizabeth de Viel Caste of the single-issue, multisyllabic Stop the New Sex-Ed Agenda Party.

Meanwhile, Mayor Jim Watson's survey questions for the major-party candidates, not surprisingly, all come down to funding, a re-re-re-commitment to the second LRT phase (already explicitly supported by all three major parties) plus early work on a downtown truck tunnel, recently priced at $2 billion plus more cash for police and housing.

It's all very businesslike, practical, a little dull, even. A Donald Trump-free zone where, unlike last week, voters here can affect the outcome. What's not to like?

metro
Your essential daily news

CHIEF OPERATING OFFICER, PRINT
Sandy MacLeod

VICE PRESIDENT & EDITOR
Cathrin Bradbury

EXECUTIVE VICE PRESIDENT, REGIONAL SALES
Steve Shrout

MANAGING EDITOR OTTAWA
Steve Rennie

ADVERTISER INQUIRIES
adinfoottawa@metronews.ca
General phone 613-236-5058

FREE TO SHARE

PHILOSOPHER CAT
by Jason Logan

Philosopher cat now at
www.mymetrostore.ca

metro LIFE

Your essential daily news

Tuesday, November 15, 2016

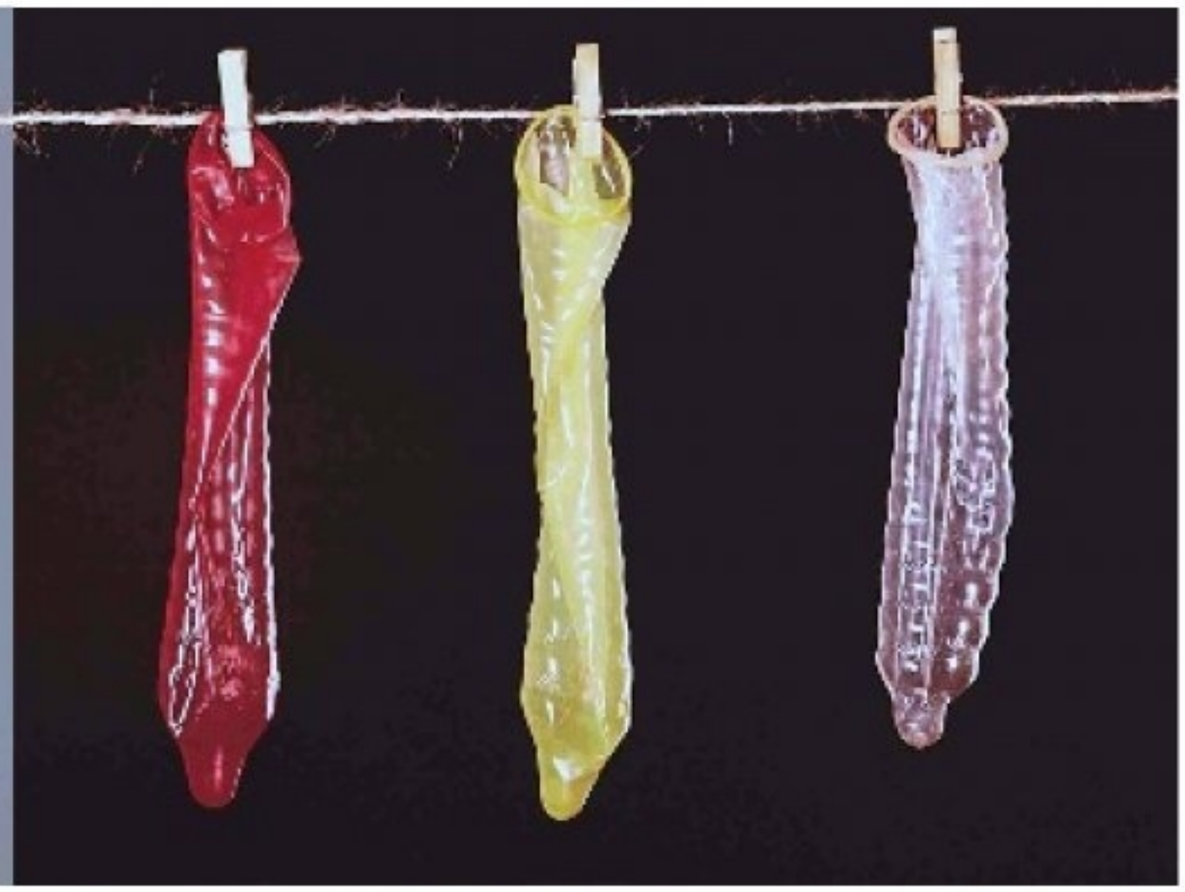
Judge orders Brendan Dassey, one of the subjects featured on Netflix's Making a Murderer documentary, released from prison.

DON'T GO VIRAL

YOUR GUIDE TO 21ST CENTURY STIS

Many of us think sexually transmitted infections only happen to other people. But outbreaks are popping up around the country, and infection rates, even of practically forgotten diseases like syphilis, are increasing in nearly every age group. Right now no one is quite sure why. It might have to do with unprotected oral sex, or increasing IV drug use. Even hookup apps like Tinder and Grindr have taken some of the blame (though no studies have yet shown they're any more likely to result in STIs than meeting people the old fashioned way). We all know using condoms and getting tested regularly are the best defence, but **here's what else you need to know.**

GENNA BUCK/METRO



CHLAMYDIA

What is it? A bacterial STI that can cause itching, discharge and burning during urination in both sexes. Women sometimes have bleeding between periods or after sex, but often have no symptoms at all. In the long term, it can cause pelvic inflammatory disease in women and infertility in both sexes. It may infect the eyes, mouth and rectum as well.

What's new?
Chlamydia has been rising in Canada since the 1990s. It increased by 72 per cent from 2001 to 2010 alone.

GONORRHEA

What is it? A bacterial STI with very similar symptoms and long-term consequences as chlamydia, though it's much less common. Only a lab test can tell for sure. Unlike chlamydia, gonorrhea can, rarely, cause a serious disease with high fever and swollen joints.

What's new? Gonorrhea increased by 40 per cent from 2003 to 2012. Some cities, like Toronto, have seen a jump since 2015.

What can be done? Condoms and testing are the best defences against chlamydia and gonorrhea. Treatment is antibiotics. For gonorrhea, which is resistant to all but a few, you might need several different drugs.

HIV

What is it? Human immunodeficiency virus (HIV) is a blood-borne virus that attacks the immune system, leaving you vulnerable to infections. You can get it through sex (anal, vaginal or oral), or blood, such as by sharing needles, or (historically) receiving a blood transfusion. It can also pass from mother to child. Drugs called antiretrovirals can prevent HIV from developing into life-threatening Acquired Immunodeficiency Syndrome (AIDS).

What's new? There's good news and bad news. Thanks to modern medicine, HIV-positive people are living long, healthy lives with little to no chance of infecting others. On the other hand, there have recently been new outbreaks of HIV reported in places like Saskatchewan, the B.C. interior and London, Ont.

What can you do?
Use condoms and (obviously) don't share needles. People at high risk can also consider pre-exposure prophylaxis (PrEp), a daily pill that can prevent HIV from taking hold in the body even if you're exposed.

SYPHILIS

What is it? Syphilis is a bacterial infection that can progress into a devastating disease if left untreated. It's spread by sex as well as from mother to child. In adults, syphilis usually starts with a firm, painless, often-overlooked sore called a chancre on the genitals. Second-stage symptoms are fever, malaise, headache and a spotty red rash. The infection can then hibernate in the body for up to 15 years before reappearing in any number of nightmarish forms: As a progressive, severe neurological and psychiatric condition, as heart disease, or as large, tumour-like lumps all over the body.

What's new? Toronto has seen a scary spike in syphilis over the past year, mostly in gay men. Public health officials think unprotected oral sex may be to blame.

What can you do? Use condoms! Thanks to antibiotics, syphilis is now curable. It has a nasty habit of showing up in people who have HIV, and it's one reason it's important to have safe sex even if you're HIV positive and only have sex with other HIV-positive people. That's true for many STIs: One type often leads to another, because sores or irritated skin give germs an easier path into the body.

HPV

What is it? Human Papilloma Viruses (HPV) are sexually transmitted viruses that cause genital warts and can lead to heck, neck, mouth, throat, cervical and penile cancers.

What's new? There's been a steep rise in mouth and throat cancers in Canadian men (56 per cent between 1992 and 2012). Smoking and drinking are definitely culprits. But emerging research shows HPV is a much more important risk factor than previously thought.

What can you do? HPV is crazy common, and because it infects many parts of the body, condoms only provide partial protection. For women, getting a pap test every three years (or more often if you're high risk) can catch HPV-related changes early, when they're more treatable. Vaccinations are available for boys, girls and adults (coverage varies by province) against the nastiest strains of HPV. They've been shown to dramatically reduce cervical cancers caused by the virus.

HERPES

What is it? Genital herpes is a common infection caused by the same virus as cold sores. In some people, it appears as an outbreak of blisters around the genitals, rectum or mouth. They burst and leave painful sores that take weeks to heal. Others have few or no symptoms. Herpes is lifelong, but outbreaks usually become less severe and frequent as years pass. You can pass herpes on whether or not you're having symptoms.

What's new?
Several therapeutic vaccines (for people who already have herpes) are in the works. A 12-month clinical trial published last month found a 65 per cent reduction in outbreaks among people who had the vaccine. And there's hope for a preventative vaccine in the future.

What can be done?
Condoms lower the risk of passing on herpes, but don't eliminate it. Antiviral medications can help clear up an outbreak and reduce your chance of infecting someone else.

WHAT TO SAY?

Asking a new partner about STIs, or telling them you have one, is just the worst. But it has to be done, says Jenelle Marie Pierce, founder of The STD Project.

On her site she cautions against the question "Are you clean?" because absolutely anybody who has sex can get an STI. Having the bad luck to contract one doesn't make you dirty.

Deciding how and when to tell a partner you have an STI is even tricker: It's not the most important thing about you, so disclosing on a first date seems like a bit much. But if you wait until you've gotten close, the news can come as a shock.

Pierce has only one rule about when to disclose: **You have to have the conversation before you have sex — any kind of sex.** Other than that, it's up to you. Her advice:

- Talk in person, and in private. No texts!
- Be honest and positive about yourself and your STI.
- Share the facts in a no-nonsense way and answer questions.
- Then leave, and give them some time to digest the facts on their own.
- Lastly, (this is easier said than done) do your best not to take their reaction personally.

Don't get burned by charcoal hype

COSMETICS

Experts say it isn't helping our teeth, skin and hangovers

Lauren Pelley
Torstar News Service

According to bloggers and women's magazines, the beauty benefits of activated charcoal are numerous. You can use charcoal face masks to unplug your pores, charcoal toothpaste to whiten your smile, and drink charcoal-infused juices to "detox" your gut.

Last year Allure called activated charcoal "the beauty ingredient of the moment. And on Gwyneth Paltrow's blog Goop, a Hollywood juicery's charcoal lemonade made her best juice cleanses round-up. It is called "delicious, despite the suspiciousness of drinking montmorillonite clay and activated charcoal." You'll also find the black stuff in everything from face creams to ingestible capsules. But does it live up to all the hype?

After testing out a charcoal face mask for myself — a $35 offering from Clinique that made my skin feel temporarily extra tight and oil-free — I went to the experts.

Clare Wiseman, an assistant professor with both the Dalla Lana School of Public Health and with the University of Toronto's School of the Environment, explains activated charcoal is created by burning material — ranging from petroleum-based products to coal, wood, or coconut shells — to create a char that is treated through high heat and an activating agent, enabling it to absorb more contaminants.

It's used in air filtration systems and given to patients during accidental poisonings. That second usage in emergency rooms is where a lot of the "lore" comes from with charcoal, says Dr. Julia Carroll, founder and director of Toronto-based Compass Dermatology and a lecturer at the University of Toronto.

"It's porous, so it absorbs whatever is around it — good, bad, or otherwise — so when you transition it into the beauty world, it can absorb oils, dirt, and water as well," Carroll says. Charcoal is safe when used topically, but could irritate sensitive skin, she adds.

Lauren Pelley, pictured, didn't see or feel any difference in her skin after using an activated charcoal face mask.
CONTRIBUTED/TORSTAR NEWS SERVICE

What about using it internally? Charcoal-infused drinks and pills are trendy, but Carroll questions their efficacy.

"People say it helps hangovers and toxins, but there's no evidence for that," she says. And charcoal's spongelike quality also means good nutrients could be absorbed alongside the stuff people want to get rid of.

"It doesn't discern between good and bad," Carroll explains.

In other words, if you're drinking a charcoal-infused juice, the charcoal could be extracting all the healthy nutrients from the drink. "It potentially defeats the purpose," says Wiseman. "It could potentially absorb all the good stuff as well, and your body would be wasting those nutrients."

Another popular charcoal usage — teeth whitening — also raised eyebrows among the experts.

Despite claims that charcoal can bind to plaque, there's no evidence it really works, says Wiseman.

"I can't see any advantage of using (activated charcoal) as a toothpaste substitute," says Toronto dentist Dr. Jeff Shnall. Regular toothpaste is quite effective at stain removal, and gentler on dental work than abrasive activated charcoal powder, he adds.

While charcoal can scrub superficial stains off teeth, Shnall says the grains could find their way into the crevices and teeth and dental work, which could be tricky to remove. At best, he says, the charcoal would only remove surface stains, limiting its whitening ability because it doesn't penetrate teeth like professional whitening products. From a price perspective, charcoal-based products are often on par with other beauty buys. (There are various charcoal toothpastes and face scrubs online for less than $10, for instance.)

> **"People say it helps hangovers and toxins but there is no evidence of that.**
> Dr. Julia Carroll, founder and director of Compass Dermatology and a lecturer at the University of Toronto.

But with a lack of evidence supporting its use, charcoal doesn't live up to the beauty blogger buzz — but if brushing your teeth with it or lathering on a black face mask is your jam, it probably won't hurt you, either.

"It's not something that's in my regular routine to recommend," Carroll says. "If someone's using a charcoal-based product and they're happy with it, I won't stop them."

In my case, using a charcoal face mask on my always-sensitive skin didn't seem to have any long-lasting effects. My T-zone was oily within a few hours, my pores didn't seem to shrink, and I actually spotted a couple new breakouts. Sigh.

I'll stick to my drugstore soap.

Think you can spot investment fraud?
It's never this easy.

Always check the registration of any person or business trying to sell you an investment or give you investment advice.

Take steps to better protect yourself by checking registration before you invest and knowing the common warning signs of investment fraud.

CheckBeforeYouInvest.ca

OSC ONTARIO SECURITIES COMMISSION

Stock photo. Posed by model. © Ontario Securities Commission

LEARNING CURVE

The perils of post-secondary plagiarism

ISTOCK

As due dates loom and post-secondary priorities pile up around you, cutting corners may seem the only way to keep afloat academically this semester. But whether it's a notion recalled accidentally from a scholarly text or words deliberately lifted from the web, instances of plagiarism can wreak havoc on a student's academic path.

"Plagiarism, in any context, is using words, ideas, concepts, intellectual or the creative work of other people without giving those people recognition," says Fiona Green, chair of the senate academic standards and misconduct committee at the University of Winnipeg. "And it doesn't matter if one forgot to reference them; it is still plagiarism. Intent is not the issue, the act is."

With consequences from a knocked down grade all the way to expulsion, Green recommends avoiding plagiarism at all costs by taking precautionary steps every time a project is completed.

"Have someone else read the paper and have a discussion about it," advises Green as a start. "Can the student explain the ideas and arguments in the paper at the same level as what is written? If not, they are likely those of someone else and need to be referenced."

She adds that students should always make a sweep of the internet, where many fall prey to inadvertent parroting. "Do a search online for groups of words or sentences from the paper," says Green. "If they show up online, they are not original thoughts and need to be referenced."

Catherine Bolton, vice-provost of teaching and learning at Concordia University reminds that the issue of plagiarism can often rear its ugly head before the project has even begun.

"Many of these slips relate to time management," says Bolton. "Rushing at the end so that the student doesn't take the time to do that all important final read through."

"Obviously, one good way to avoid these types of problems is to give yourself enough time to complete the assignment," says Bolton, adding that being overtired can also cause students to miss vital details.

In the process of completing the assignment, Bolton further recommends that students change fonts and font colours for direct quotations and for paraphrases, so that they can see each one easily when they are doing their final edits. And when push comes to shove, a good break from a paper might be the key to avoiding the pitfalls of this all-too-common error.

"Put your work aside for an hour or two and then go back to it," says Bolton. "Mistakes can jump out at you when you read it with a fresh mind."

— LIZ BEDDALL

Professors: They're just like us!

The post-secondary grind can be a grueling one. And while it's hard to remember while they're doling out assignments, teachers have been there too. Here are some challenges faced and overcome by profs in their post-secondary years, proving that professors were, and are, just like us:

In the earliest years of my post-secondary education, I used to put off deadlines until the last imaginable moment, relying on a mixture of adrenaline and caffeine to complete assignments. This approach wasn't good for my body or my grades. Eventually, I learned the power of starting my assignments early. I'd start with the easy parts — take a couple books out of the library, make the title page, visit the teaching assistant for extra guidance, or perhaps work on the outline. Before I knew it, I'd have the assignment completed.

— Kyle Kirkup, Assistant Professor, University of Ottawa Faculty of Law / Attended: Carleton University, Humanities

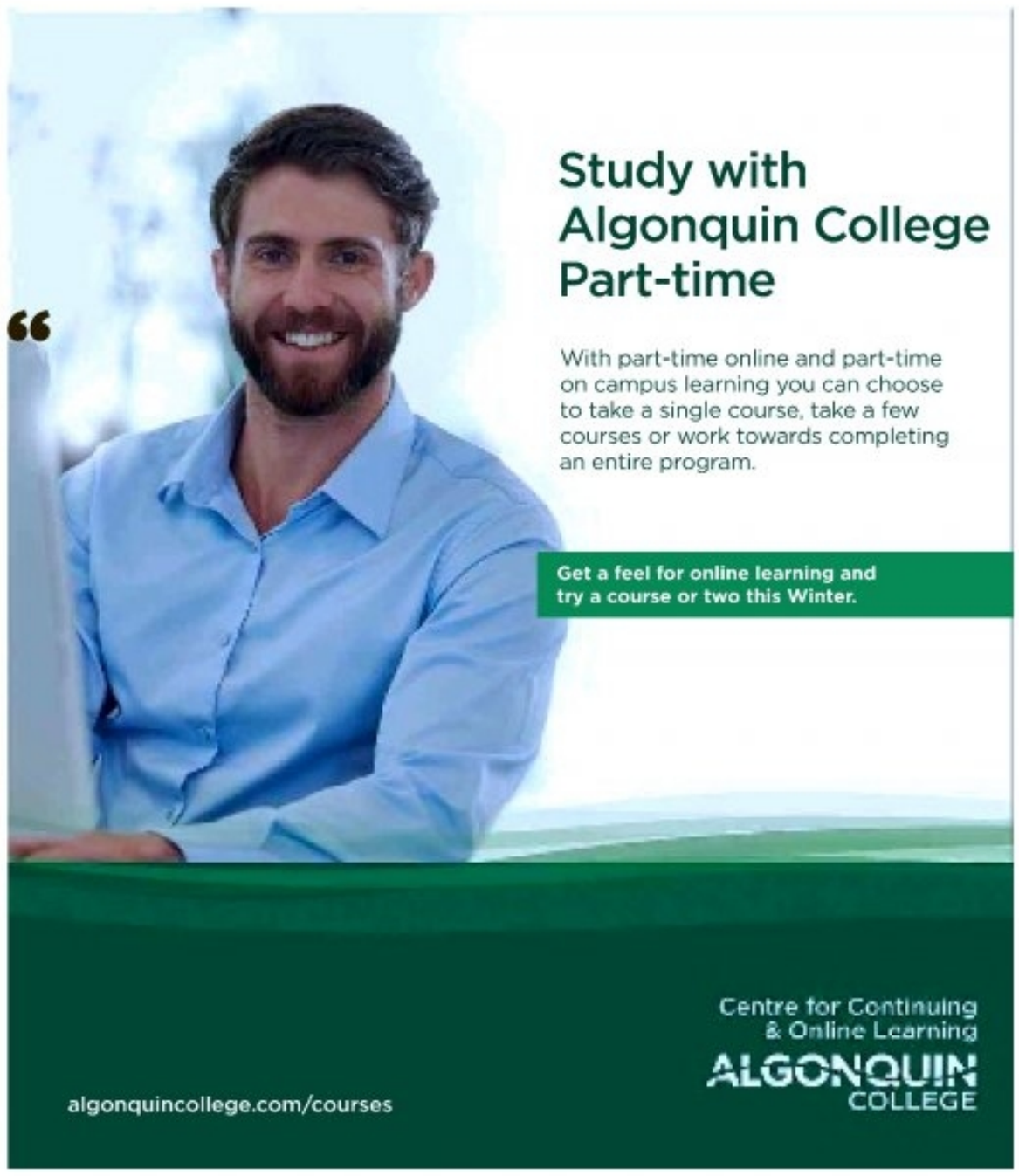
“There was this course I had to take that was a huge deal. it was worth the equivalent of 2.5 course and you had to take the class every day. I think that I bombed the first test in class because I was used to memorizing without really understanding and that wasn't going to fly in this course. So I chose to adapt my strategies. I found a good study buddy and together we learned how to understand the material. It ended up being this course that sparked my interest in the human response to diet, exercise, and disease.

— Dr. Rebecca MacPherson, Assistant Professor, Brock University, Faculty of Health Sciences / Attended: University of Guelph, Human Kinetics

I'm horrible at working under pressure, so I “found that studying and doing assignments at the last minute only made me feel overwhelmed and panicky. In order to avoid these feelings, I made sure to be disciplined and divide bigger tasks into smaller daily projects. That way, I never felt rushed or too anxious. I also tried to remember that university was a privilege and a joy since it was far too easy to lose perspective in the midst of multiple midterms and assignment deadlines.

— Dr. Tara Lee, Sessional Lecturer, University of British Columbia, Department of English / Attended: University of British Columbia, Accounting

— LIZ BEDDALL


Study with Algonquin College Part-time
With part-time online and part-time on campus learning you can choose to take a single course, take a few courses or work towards completing an entire program.
Get a feel for online learning and try a course or two this Winter.
algonquincollege.com/courses
Centre for Continuing & Online Learning
ALGONQUIN COLLEGE

Maximize your learning with an honours college degree

Among the more than 250 programs Algonquin College facilitates are 10 degree offerings which, says one expert, ensure students receive a market specific education with the added benefit of the practical experience employers are looking for.

"You are getting the best of both worlds," says Janice Pryce, a marketing officer at the school. "Universities do well with theory and research but at the college level you get that on top of the opportunity to apply your thinking in real world situations that help you to think on your feet."

Algonquin currently offers five honours degrees: bachelor of interior design, bachelor of commerce, bachelor of building science, bachelor of hospitality and tourism management, and bachelor of early learning and community development, which launched this fall. Honours degrees provide more conceptual sophistication, specialized knowledge and intellectual autonomy than a general bachelor degree.

The honours element isn't the only commonality these diverse Algonquin programs share, says Pryce. They are all structured in a way that distinguishes them from traditional university degree offerings.

"Hands-on elements are one of the biggest advantages of completing a degree at college level and all of our programs have that through practical assignments and paid co-op that ranges from one co-op experience to three depending on the program," says Pryce. "Not only do you earn some money while you are in school but co-op provides valuable networking opportunities."

Another important advantage of Algonquin's degree programs, says Pryce, is that they are delivered to classes that only average about 30 students. This not only ensures students are more than just a student number but also fosters an exchange of ideas that further prepares students for today's workplace environment.

"When profs get to know their students and learn their interests, it allows them to recognize networking or career opportunities that might be of interest to a particular student," she says. "Also, a lot of our classrooms are a group model style, which means desks can be moved around so students can work in groups, creating a collaborative classroom."

CONTRIBUTED

Algonquin's five remaining degree programs are collaborative degrees in partnership with local universities.

Degrees that work
Education is changing. We're changing, too.
Combining hands-on with theory, we provide a range
of honours degrees that offer the best of both worlds.
Apply now. Start as early as this January.
Colleen, AC Degree Student
Changing Expectations
algonquincollege.com/degrees
ALGONQUIN
COLLEGE

Why take on the role of tutor?

ISTOCK

While in the process of kicking butt in a particular class, your prof has suggested you might just make an excellent coach to those struggling to keep up. But do you have time to be this benevolent? What would be the payback for you, a student trying to tackle your own curriculum and commitments?

"I often point out the self-interest aspect of tutoring to motivate students to apply," says Steven Ruhinda, coordinator at Centennial College's counselling centre. "I have recommended students for tutoring gigs mainly to encourage them to gain more mastery in the subject they are excelling in."

Quite often, adds Ruhinda, this mentor-mentee relationship helps to bolsters the tutor's confidence in the classroom, as their skills in a certain area are acknowledged.

"Tutors get an opportunity to practice their craft with different learners, which enables them to examine their subject at various vantage points. As a result, they gain more insights and knowledge to their discipline."

Ruhinda adds that being a tutor can be an invaluable tool to help a student plug into the wider college or university community.

"They meet other students and tutoring staff they would not have had a chance to interact with," he says. "In many ways tutoring opens the door to many personal networks."

Colleen Dalton, associate director of learning skills services at Western University, adds that tutoring can further help a student develop important social traits such as compassion and empathy.

"Sometimes a student who is really high achieving will have a hard time understanding why others might be struggling, until they sit down with a fellow student, one-on-one," Dalton says.

"In the working world, a new employee will encounter so many different kinds of people each with their own strengths and weaknesses," she adds. "Having been a tutor, that student will be prepared for this, and might be quicker to acknowledge the strong points of others."

And when thrust into the rat race post-graduation, Dalton adds that tutoring experience can give way to a plethora of positive skills including time management, the ability to communicate ideas clearly and even the know-how of handling negotiations if the tutoring position is a paid one.

"For me as somebody who does hiring, seeing that people have done something that required them to be self starting, or that they showed initiative... that's important."

— LIZ BEDDALL

CONTRIBUTED

Discover Saint Paul University during their open house

Drop by Saint Paul University (SPU)'s Open House on Saturday, Nov. 19 from 10 a.m. to 2 p.m.

SPU's Open House is a great opportunity to learn about their programs, admission process, financial aid and scholarships in a relaxed and cheerful atmosphere. This year, find out more about their new graduate diplomas in Palliative Care and Contemplative Theology and Spiritual Mentorship.

Faculty, including professors from their new School of Social Innovation, and staff members will be on hand to answer any questions you may have. Four scholarships valued at $1,000 each will also be awarded, so be sure to add your name to the draw!

Do you already have a college diploma? Fast-track your studies by applying your credits to one of their programs. Visit their Admissions booth to find out how to make the most of your previous education and experience.

Register now for the Open House at ustpaul.ca, take a campus tour, visit their renowned library, and discover how you can be the face of change.

Programs offered at SPU

Saint Paul University (1848) is the founding college of the University of Ottawa, with which it has been federated since 1965. Bilingual and on a human scale, it offers programs in social communication, counselling and psychotherapy, canon law, public ethics, conflict studies, philosophy, human relations and theology.

OPEN HOUSE 2016

Meet with our faculty, staff and students and discover our programs:

- Canon Law
- Conflict Studies
- Counselling and Psychotherapy
- Human Relations
- Philosophy
- Public Ethics
- Social Communication
- Theology

November 19
10 a.m. to 2 p.m.

WIN ONE OF 4 $1000 SCHOLARSHIPS!

Sign up online!

ustpaul.ca/openhouse

223 Main Street, Ottawa ON
613-236-1393 | 1-800-637-6859

Saint Paul University is the founding college of the University of Ottawa (1848), with which it has been academically federated since 1965.

metro SPORTS

DeMar DeRozan was named Eastern Conference player of the week after averaging 34.7 points in three Raptors wins

Scoring touch evading Sens

NHL

Team off to solid start using strong defensive play

There are positives in the Ottawa Senators' game right now, but offence isn't one of them.

Ottawa has gone nine straight games scoring two goals or fewer, going 1-for-26 on the power play over that span. They sit 27th in the league with 35 goals and have scored the fewest power-play goals in the league with four.

But with a 9-5-1 record, the Senators say they will not sacrifice defence for a little offence no matter how badly they want to score goals.

"If you cheat defensively to try to go on offence, you're not better, you're worse," head coach Guy Boucher said Monday.

From the start of training camp Boucher emphasized the need to focus on the Senators' defensive structure after last year's countless breakdowns, and it's paid off.

The Senators have allowed just 35 goals to sit sixth in the league and haven't given up a power-play goal in their last 10 games.

"We had to, we needed to get better more so in that area than the offensive side," forward Bobby Ryan said. "If you're bad defensively you have no chance in the league and we recognized that and we started with that from Day 1. We got a great foundation through camp and we applied it because the start that we're having is because of it obviously, as the offence isn't doing it."

Ryan, who hasn't scored in his last seven games, admits a number of players are frustrated by the offensive drought.

"I wish I had an answer for you," Ryan said. "We all leave the rink and think about it and text each other about the opportunities that we had and it's just a vicious cycle."

Perhaps no one is feeling more pressure than Derick Brassard. Acquired from the New York Rangers for Mika Zibanejad this past summer, Brassard, who grew up just outside Ottawa, was touted as the left-handed centre Ottawa desperately needed. However, things haven't gone as expected to this point.

Brassard scored his one and only goal on opening night and is clearly struggling. Monday, Brassard was still on the ice long after his peers had left and then had a lengthy conversation with assistant coach Martin Raymond.

"I like the way I'm playing," Brassard said. "The last three weeks I've had a lot of scoring chances, but for whatever reason nothing is clicking or going in.

"When it's not coming and you feel like you're playing well and you have scoring chances it's the most frustrating thing."

Boucher juggled his lines in an effort to create a spark as the Senators prepare to take on the Philadelphia Flyers (7-7-2) Tuesday night.

While Boucher is hopeful the changes will reap rewards he says more important is the players' willingness to score the dirty goals.

"What we do around the net when the shots are taken that's where it's deficient," Boucher said. It's deficient because the screen is not in front of the goaltender, because the rebound is not fought for, because the minute we get a second chance we're out of the picture, we need to be better in there."

THE CANADIAN PRESS

> **For whatever reason nothing is clicking or going in.** Derick Brassard

Senators centre Derick Brassard moves in on Wild goalie Darcy Kuemper on Sunday at Canadian Tire Centre. Brassard has scored just one goal for Ottawa. ADRIAN WYLD/THE CANADIAN PRESS

9.3

Ottawa's power-play percentage, which ranks last in the league.

RUGBY

Moyse busts down door to Hall of Fame

Heather Moyse, whose achievements include three sports and Olympic gold, takes another remarkable step on her career path this week.

The 38-year-old from Summerside, P.E.I., now based in Toronto, enters the World Rugby Hall of Fame in England on Thursday with 11 others in a star-studded class. Moyse is just the second Canadian rugby player to be so honoured, joining former Canadian captain Gareth Rees.

Moyse and the others will be inducted into the Hall in Rugby, England.

Heather Moyse GETTY IMAGES FILE

Moyse won Olympic bobsled gold in 2010 and 2014 with Kaillie Humphries. She also represented Canada in the 2012 Pan-American Cycling Championships.

THE CANADIAN PRESS

HOCKEY IN BRIEF

NHL plans meetings regarding 2018 Olympics

The NHL hopes to inch closer to a decision on the 2018 Olympics later this week.

League officials will meet with the International Ice Hockey Federation in New York on Wednesday.

No decision with regard to the NHL's position is expected. But the league hopes to learn if the International Olympic Committee has budged at all with respect to money issues currently clouding the process. THE CANADIAN PRESS

Tough times in Russia could lead to fewer KHL teams

The Kontinental Hockey League, widely considered the world's strongest hockey competition outside the NHL, is considering cutting teams because of financial pressure.

A recession in Russia, where the KHL is based, and the low price of oil have hurt the fortunes of the Russian state-owned companies and regional governments that fund most teams, pushing several deeply into debt.

THE ASSOCIATED PRESS

MLB

Seager named NL Rookie of the Year

Los Angeles Dodgers shortstop Corey Seager has been voted National League Rookie of the Year, becoming the first player in two decades to win the award for the franchise that has historically dominated the honour.

Seager is the 17th Dodgers player to earn Rookie of the Year honours, easily the most of any team. He won the award unanimously in voting after hitting .308 with 26 home runs and 72 RBIs for the NL West champions.

JR. CIRCUIT

Detroit Tigers right-handed pitcher Michael Fulmer (11-7, 3.06 ERA) beat out New York Yankees catcher Gary Sanchez for the AL honour.

Washington outfielder Trea Turner finished second, followed by Dodgers pitcher Kenta Maeda. THE ASSOCIATED PRESS

RECIPE Roasted Dijon Chicken

PHOTO: MAYA VISNYEI

Ceri Marsh & Laura Keogh
For Metro Canada

If you add the roasted flavor with the sweet and spicy mustard sauce you get double the deliciousness in this simple one-pot supper.

Ready in
Prep time: 20 minutes
Cook time: Xx
Serves 4

Ingredients
- 6 skinless, boneless chicken thighs
- Salt and pepper
- 1 tsp oil
- 1 minced shallot
- 2 cloves garlic, minced
- 1 Tbsp Dijon mustard
- 1/4 cup apple cider
- 1/4 cup low-sodium chicken broth

Directions

1. Preheat oven to 425 F. Generously season chicken with salt and pepper.

2. Add oil to a large oven-safe skillet over medium heat. Add chicken and cook for 10 minutes (the meat will not be cooked through).

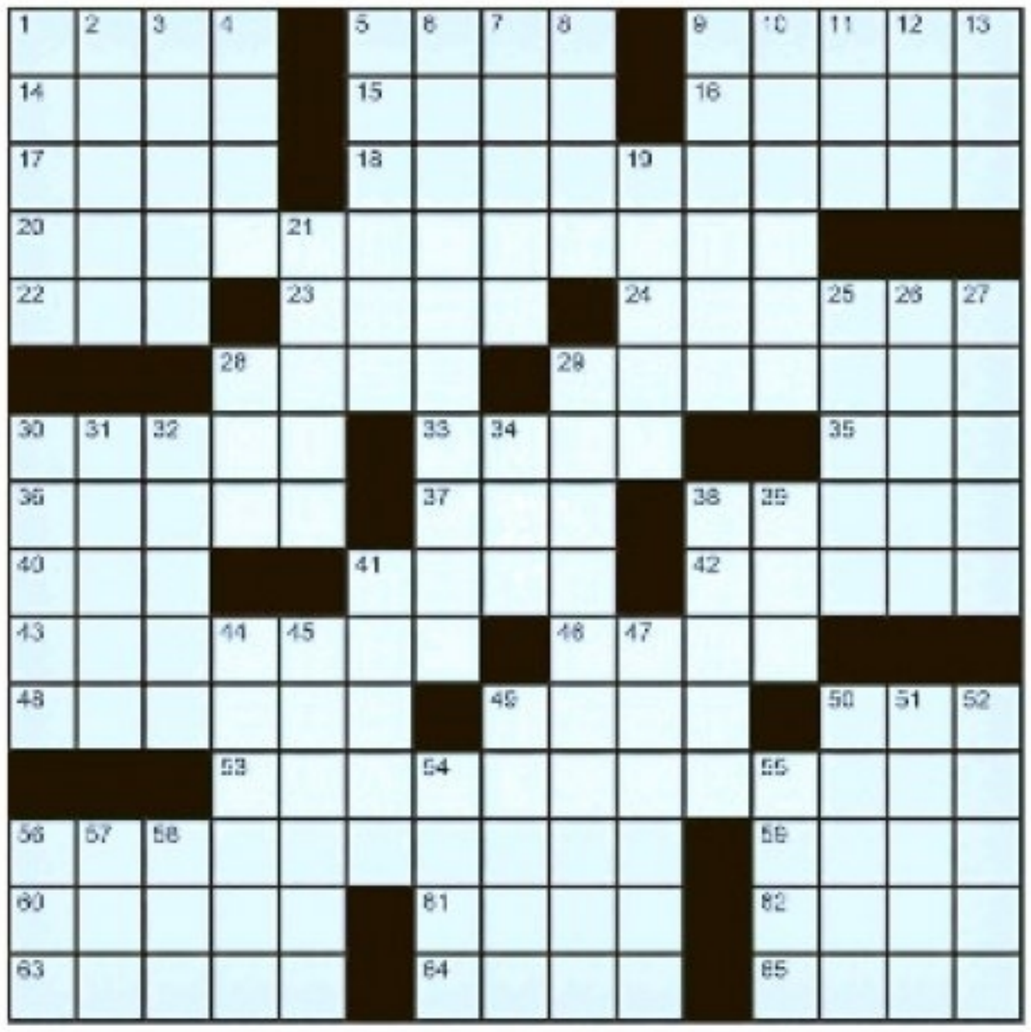
3. Transfer the skillet to the oven. Roast until chicken is cooked through, about 6-8 minutes.

4. Transfer chicken pieces to a platter. Return skillet to medium heat and add shallots and garlic; cook for about 1 minute. Whisk in Dijon mustard, apple cider, broth and a bit more salt and pepper; cook for about 3 minutes. Return chicken to skillet along with juices that have settled on the platter to rewarm. Serve with your favourite sides.

FOR MORE MEAL IDEAS, VISIT SWEETPOTATOCHRONICLES.COM

CROSSWORD Canada Across and Down

BY KELLY ANN BUCHANAN



ACROSS
1. _ decision
5. Best-liked, fun-style
9. "_ Frutti" by Little Richard
14. Parlour scoop holder
15. "That's reeeally going to happen.": 2 wds.
16. Workers' group
17. One who must pay
18. Eyewitnesses
20. Toronto-born actor (whose famous actor cousin is Raymond) who starred on the 1990s reboot of TV classic "Lassie" as Dr. Donald Stewart: 2 wds.
22. Certain caustic
23. Eyeglasses parts
24. From Madonna's "La Isla Bonita": "When it's time for _ you can watch them go by..."
28. _ and for all
29. Message transmitters
30. Rigoletto opera composer
33. Diplomacy
35. Putrefaction
36. Give off, as confidence
37. River inlet
38. ATM-user's motion with the card, maybe
40. Total
41. _ pickles
42. Not-leaving prisoner
43. Nutrition related
46. Radiate
48. Overseas
49. Barge _ _ (Intrude)
50. Even if, briefly
53. Carriage-pulling horses for The Royals of Britain: 2 wds.
56. Leftover flavour
59. Italian harp
60. Scottish estate proprietor
61. Car's fill-up
62. Long journey
63. Old West prop
64. Della Reese's role on "Touched by an Angel"
65. Hall & Oates' "_ Smile"

DOWN
1. Fiercely frown
2. "Never.": 2 wds.
3. Anoint, olde-style
4. Chipper
5. Material
6. Not balanced, as per patterns or arrangements
7. Travel endorsements
8. Immature newts
9. Listen to the "Mr. Dressup"
25. Font flourish
26. Figure of speech
27. Michaelmas daisy
28. Not even, as numbers
29. Do, Re and Mi and more: 2 wds.
30. Roman goddess of the hearth
31. Outlying residential area
32. Hearsay, States-style
34. Feel flu-ish
38. Biblical weapon
39. Drollness
41. Billy Joel hit: "We _ Start the Fire"
44. Strengths
45. The Rachel, in the 1990s, for one
47. Gourmet mushrooms
49. Debated topic
50. The earth
51. Overly active
52. City of canals in Japan
54. Electro music's _ Punk
55. City rodents
56. Completely
57. Air travel overseer [acronym]
58. Poetic contraction

IT'S ALL IN THE STARS Your daily horoscope by Francis Drake

Aries March 21 - April 20
This is a great day for study and intellectual discussions. It's also an excellent day to pursue opportunities in publishing, the media, medicine and the law.

Taurus April 21 - May 21
Travel for pleasure appeals. Investigate how the wealth and resources of others can help you get what you want.

Gemini May 22 - June 21
This is a positive day for you, because fiery Mars is energizing your ruler, Mercury. Naturally, conversations with partners and close friends will be lively!

Cancer June 22 - July 23
You will take a hands-on approach to your job today because you are full of bright ideas that you want to implement. It's a good day to talk to co-workers.

Leo July 24 - Aug. 23
You are a creative sign, and today is a creative day for you! Act on your artistic urges. Enjoy playful activities with younger people.

Virgo Aug. 24 - Sept. 23
You have lots of energy for family discussions and practical projects like home improvements. This is a good day to tackle home repairs and plan how to better secure where you live.

Libra Sept. 24 - Oct. 23
) Today you are talkative, lively, energetic and interested in everything around you. This is a great day to meet new faces and see new places, because you are up for anything!

Scorpio Oct. 24 - Nov. 22
Trust your moneymaking ideas today, because you have lots of mental energy to think about earnings and cash flow. You also will be persuasive in financial discussions.

Sagittarius Nov. 23 - Dec. 21
Today Mercury is in your sign, dancing with fiery Mars. This makes you intellectually sharp, curious and verbally adroit. You can sell snow to the Eskimos!

Capricorn Dec. 22 - Jan. 20
This is a wonderful day for research of any kind, because not only are you mentally keen, you have lots of energy to seek out solutions to old problems and to find hidden answers.

Aquarius Jan. 21 - Feb. 19
Conversations with friends and groups will be successful today, because you know what you want to say and you won't hesitate to say it. People want to join your team!

Pisces
Feb. 20 - March 20
This is a good day to talk to bosses, parents and VIPs about what you want, because people will listen to you today.

CONCEPTIS SUDOKU by Dave Green

Every row, column and box contains 1-9

	5		9	4	6		2	
4	3					5		7
				7			4	
8			6					2
3		4				6		1
9					4			5
	1			6				
5		6					8	3
	4		5	2	3		1	

HOLIDAY HEARING SAVINGS

The holidays are a wonderful time to reconnect and celebrate with family and friends. But if you struggle to hear well, this time of year can leave you feeling overwhelmed and frustrated. That's why we're celebrating the holidays with these limited-time coupon offers.

Call **1-877-870-2827** to book your FREE appointment today or visit **ListenUPcanada.com**

ListenUP! CANADA

Promo Code: NSP-HOLI-OTTM

LUC08

100% Digital Hearing Aids

For as low as: $995!

This limited time offer applies to ADP and private sales of select models of hearing aids and is subject to change without notice. Price is listed per device with discount and grant applied. Some conditions may apply. Please see clinic for details Expires 12/30/16. Limit one use per customer per year.

ListenUP! CANADA

Member Discount

SAVE 10%

Members of these trusted groups **and more** SAVE 10% off everyday pricing or limited time promotional pricing.

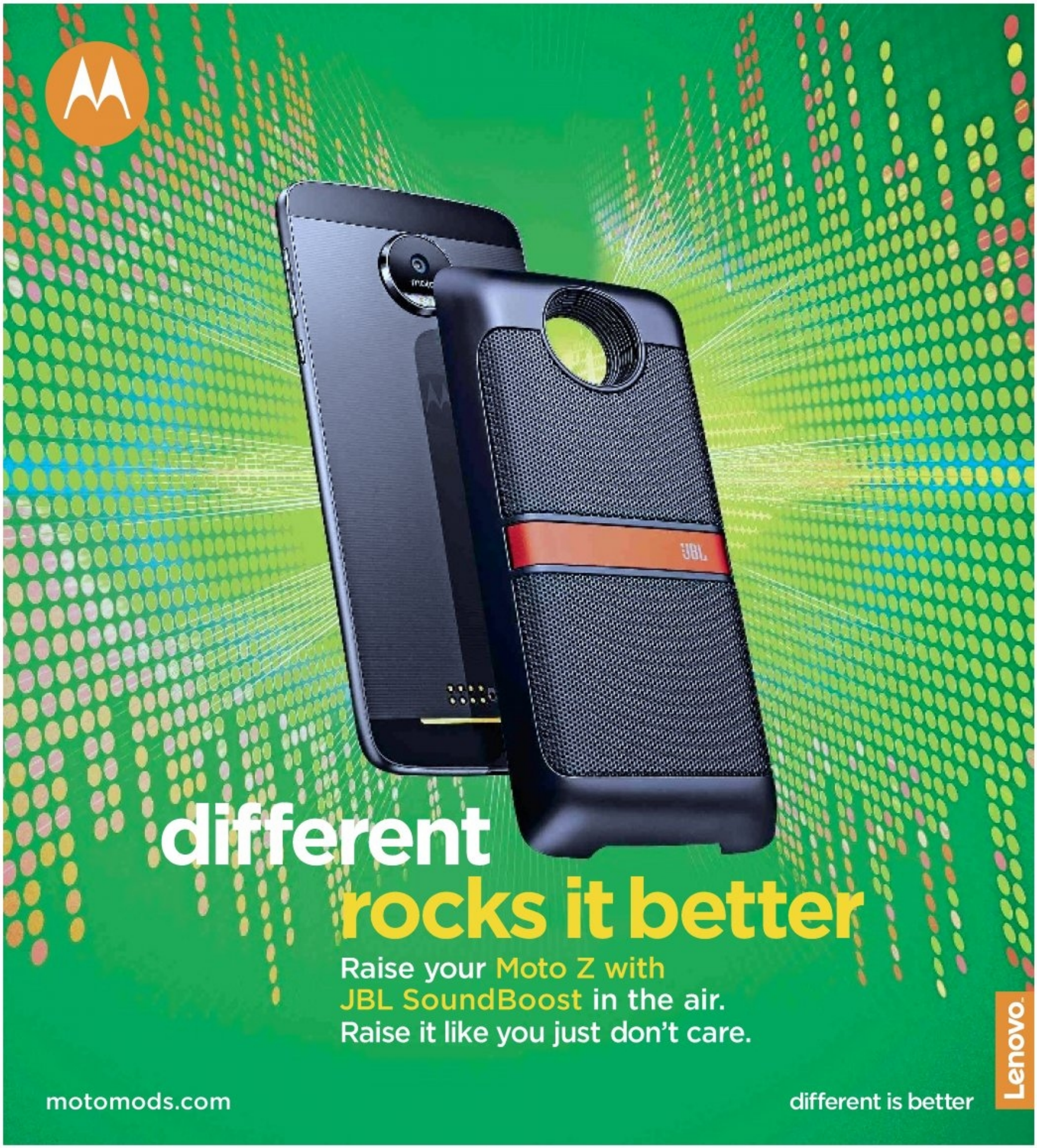
CFappreciation.ca

PREFERRED PARTNER

CARP

Please see clinic for the full list of member discounts. Present membership card at time of purchase. Expires 12/30/16. Limit one use per customer per year.

ListenUP! CANADA



All Moto Mods are sold separately. MOTOROLA, the Stylized M Logo, MOTO and the MOTO family of marks are trademarks of Motorola Trademark Holdings, LLC. LENOVO is a trademark of Lenovo. DROID is a trademark of Lucasfilm Ltd. and its related companies. Used under license. All other trademarks are the property of their respective owners. ©2016 Motorola Mobility LLC